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ABSTRACT

This document presents one in a series of twenty-three case studies derived from in-depth interviews using a sampling of former participants in the Mountain-Plains program, a residential, family-based education program developed to improve the economic potential and lifestyle of selected student families in a six-state area. Each case study contains the following information about a specific student family: biographical data; participation in the educational and community programs; home, income, placement, and employment data; stated problems and/or satisfactions; summaries of the participants' personal and social development; individual ratings of the program; scripts of personal interviews; interviewer comments; and individual test scores and self-assessments. This document presents specific findings on Michael and Marie Borkontic who entered the program with serious economic and personal/family counseling needs. The follow-up study reports that the Borkontics completed the program and have improved their economic situation; however, their counseling needs have not been met. (Names in these studies have been changed.) Two other documents are included in the series: a report which examines work and income variables for the group (ED 110 610) and a report which summarizes group findings on personal and social development (CE 014 681). Specific documentation for the instruments utilized in the study are included in both of these related documents. (BM)

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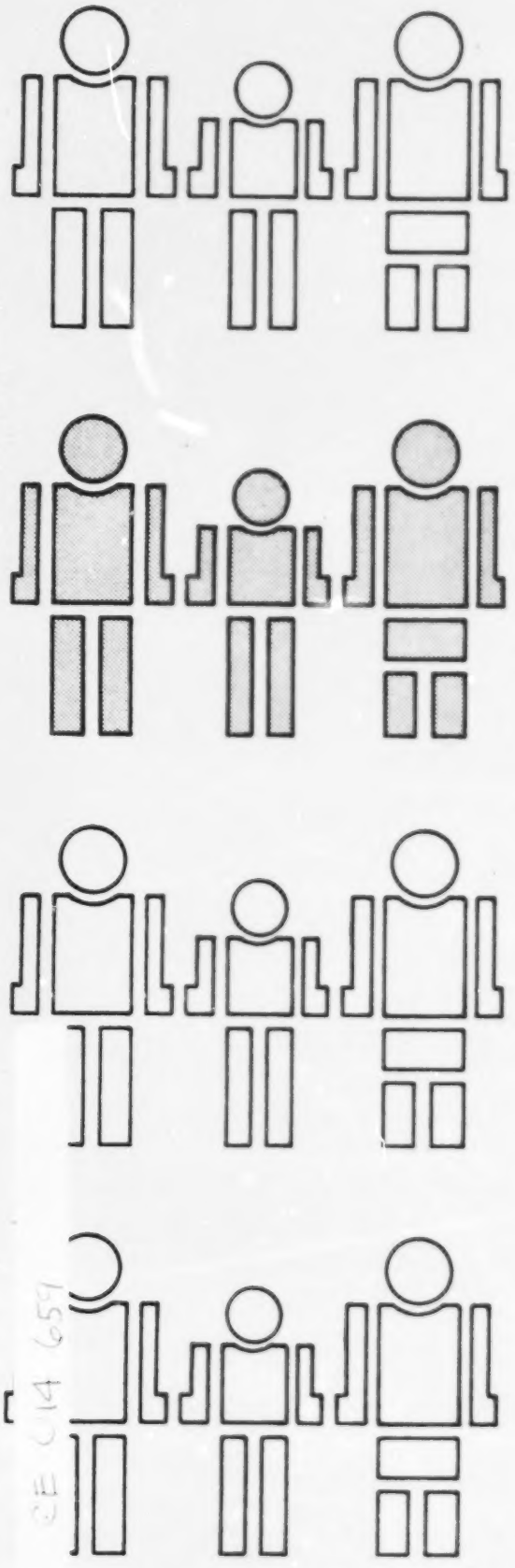

CASE STUDY REPORT # 3

Michael & Marie Borkontic

U.S. DEPARTMENT OF HEALTH
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MOUNTAIN PLAINS EDUCATION ECONOMIC DEVELOPMENT PROGRAM INC.

CASE STUDY REPORT

MICHAEL AND MARIE BORKONTIC

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A Product of Research Services Division
David A. Coyle, Director

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PREFACE

Reports in this series are derived from in depth interviews using a stratified random sample of former Mountain-Plains students. Interviews were conducted from November, 1974 through January, 1975 by Mountain-Plains professional research staff. Case Study Report 1 examines Work and Income variables for the group. Case Study Reports 2 through 24 include specific findings on each family included in the sampling. Case Study Report 25 summarizes group findings on personal and social development. A summary of the research design for the Case Study Reports is documented in: Coyle, David A.; Conrad, Rowan W.; and Myers, Douglas D. In Depth Case Study of Exited Families: A Summary of the Research Design for Phase 1 Preliminary Effects Study. Glasgow, Montana: Mountain-Plains Press, 1974. Specific documentation for the instruments utilized in the study are included in either Case Study Report 1 or Case Study Report 25. All names in these studies have been changed.

Michael C. Fenenbock
Series Editor

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TABLE OF CONTENTS

I	PREFACE	ii
II	LIST OF TABLES	iv
III	LIST OF FIGURES	iv
IV	BACKGROUND	1
V	PROGRAM PARTICIPATION	2
VI	HOME AND INCOME	3
VII	COMMUNITY PARTICIPATION	4
VIII	PROBLEMS AND SATISFACTIONS	6
IX	EMPLOYMENT	9
X	RATING THE MOUNTAIN-PLAINS PROGRAM	12
XI	FEMALE INTERVIEW	17
XII	SUMMARY	19
XIII	INTERVIEWER COMMENTS	21

LIST OF TABLES

Table		Page
1	SELF RATING OF PERSONAL AND WORK TRAIT CHANGES	27
2	GENERAL QUESTIONS	28

LIST OF FIGURES

Figure		Page
1	SATISFACTION AND SATISFACTORINESS-MALE	22
2	SATISFACTION AND SATISFACTORINESS-FEMALE	23
3	MOTIVATION AND ALIENATION	24
4	TENNESSEE SELF CONCEPT SCALE PROFILE SHEET	25
5	UTILITY RATING OF MOUNTAIN-PLAINS PROGRAM ELEMENT	26

CASE STUDY REPORT

MICHAEL AND MARIE BORKONTIC

BACKGROUND

Previous to their Mountain-Plains participation, Mike and Marie Borkontic lived with their five month old son, Richard, in Jamestown, North Dakota. Mike was working as a psychiatric aide at the state hospital. Marie was also an aide at the hospital until she left work due to pregnancy and parenthood. The Borkontic's family income was $320 a month, out of which $46 each month went for $92 worth of food stamps. $75 per month was paid in rent for a one bedroom home, which was unimposing but comfortable.

Both Mike and Marie are high school graduates--Mike from a small high school in South Dakota and Marie from a similar school in Nebraska. Mike's father was a construction worker in South Dakota whereas Marie's father was a self employed building painter in Nebraska.

Mike's employer at the hospital said, "He was a good worker but he didn't set the world on fire." Nevertheless, Mike's work history was steady. He worked for two years on the hospital job and previous to that, worked for two years with the same employer as a farm laborer at $200 per month. Mike reported being very frustrated during that period because there was no opportunity for advancement.

Mike and Marie entered the Moutain-Plains Program in November of 1972. Mike initially enrolled in carpentry and cabinet making but experienced difficulty negotiating the curriculum. Marie stayed home with her young son and did not enter an occupational area.

PROGRAM PARTICIPATION

At Mountain-Plains, the Borkontic's experienced frequent and serious marital conflict. Marie's homecare practices were observed to be very poor and Mike would often absent himself from school for no particular reason (his counselor interpreted absences as an escape from training that was beyond Mike's ability).

During his program participation, Mike was reported as constantly overestimating his own ability and as unwilling to admit his weaknesses - either academic or personal/marital. Mike was resistent in both guidance and counseling, explaining that he had worked in a mental hospital for two years and "knew all about the tricks, even more than the counselors." Program reports indicate that considerable effort was made by counseling, in cooperation with career guidance and Mike's instructional area, to get him to set more realistic goals and to honestly explore his strengths and abilities. Ultimately Mike changed his career plan from carpentry and cabinet making to building maintenance. He successfully completed the building maintenance preparation area, exiting Mountain-Plains in November, 1973, having spent exactly one year in the program. Reports at the time of exit indicate that Mike would be best employed on a job that required hands on work with little paper work.

Reports likewise indicate that very little progress was made in the Borkontic's marriage in terms of establishing a close communicating intimate relationship; that rather, the marriage was based more on role performance and on the fact that, "Both Mike and Marie were very stubborn." Additionally, "the Borkontic's tolerate each other because others will not tolerate either one of them." The Borkontic's were reported to be the type who live from day to day and do not plan for the future.

HOME AND INCOME

Currently, Mike is employed by the University of North Dakota as a custodian. His present salary is $480 a month. The Borkontic's still use food stamps, paying $58 a month for $122 in stamps. They rent a one bedroom apartment for $83.50 per month. The apartment is adequate but unimposing. Half the residents of the inexpensive complex of apartments are college students. Mike has had one raise since being employed and is expecting another in the next few months. Mike has enrolled in a correspondence course for custodial work (this has been checked out through the university and is a valid accredited class). Mike enjoys his work and declares that it is challenging. Mike has the most responsible assignment among the custodians in the university in that he works in the medical building.

INTERVIEWER OBSERVATIONS

Mike is a strongly built man of medium height, clean, but a sloppy dresser. Some would call Mike crude; however, the interviewer did not find him offensive. Mike's conversation is the bantering style typically observed among

those who work with their hands in such areas as construction and farming.

Marie is short, plump, does not dress neatly, and her physical appearance is affected by a congenital weakness in the abdominal muscle, which causes her to appear pregnant at all times![1] Marie talked freely in the interview, also in a bantering tone. Both Mike and Marie were observed to be opinionated.

Richard, the Borkontic's son, is approaching 3 years of age, and toddles freely about the house poking and pulling at things and playing with his toys. Richard appears happy and is affectionately dealt with by both parents. He displayed no fear of strangers (the interviewer) and displayed the usual childhood curiosity about the interview packet, papers, pens and pencils.

The Borkontic's home was messy by middle class standards. However, it was considerably cleaner and neater than the interviewer had been led to expect by reports from those who recalled the Borkontic home when they entered Mountain-Plains.

COMMUNITY PARTICIPATION

Neither Mike or Marie are involved with the community in any way. Social contacts appear to be limited to each other and to Marie's brother who lives near-by. The Borkontic's use food stamps and once visited the Employment Security

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[1]The interviewer was somewhat skeptical of the congenital muscle desription until, during the course of the interview, her brother came for a visit and was noted to suffer from the same problem.

Office to discuss possible improvement in Mike's employment and a job for Marie. Mike remarked that he was displeased with the treatment given by the ESCS staff. That they were not helpful and further, "they were only interested in sitting around and collecting their paychecks." Apparently Mike's negative impression was not made known in an inappropriate manner. (Personnel in the Employment Security Commission Office remembered the visit and recalled that the Borkontic's had conducted themselves well, and had been cooperative at all times.) The ESCS counselor commented that basically the Borkontic's were interested in a job for Marie. Mike reports that he was also looking for some way that he could earn more money on another job.

Mike complained that none of the ESCS jobs suggested for Marie paid enough to cover the necessity of a babysitter. Mike appeared to transfer the blame to the Employment Security Commission for this, even though Marie has no specific training and her personal appearance would make it difficult to obtain even "telephone answering" office jobs which do not require specific skills.

Marie says, she called a policeman once when the Borkontic's were having a marital dispute as Mike threatened to hit her. Apart from this incident (which was evidently resolved with a little police force counseling) the Borkontic's have not been involved with law enforcement agencies.

The family's social activities are limited to outdoor activities. Both previous to program and currently, fishing seems to be the main form of entertainment along with television and an occasional movie. Since Mountain-Plains, the

Borkontic's have obtained a color television (of which they are very proud). The TV set is the only debt that the Borkontic's have incurred since Mountain-Plains. They still owe about $200 on the set and make $16 per month payments. (The only other payment the Borkontic's have incurred is an $80 per month payment on a debt consolidation loan arranged for them while they were at Mountain-Plains. This loan has a balance of approximately $1,000.)

Both Mike and Marie scored considerably below norm on the Powerlessness Scale indicating they feel they have the power to deal with their social environment. Marie also scored below norm on the anomie scale, indicating an adequate integration into the social field. Mike, however, has a very high anomie score indicating he has difficulty in relating to society. This score is given added support by the fact that Mike invariably has negative comments about various social institutions (not just ESC). (See Figure 3.)

In addition to fishing, Mike likes to build models and Marie likes to sew and cook. The Borkontic's did not participate in any community activities before Mountain-Plains or after Mountain-Plains. They do not feel they have any particular responsibility to the community (in fact, both said they never really thought about it). However, when questioned about voting, the Borkontic's report they did vote and they do feel a duty to vote.

PROBLEMS AND SATISFACTIONS

At program entry Mike was observed as very defensive and without a good self concept--although no test scores are able to collaborate this observa-

tion. Currently, Mike's "total" self concept score is approximately one standard deviation below the norm on the TSCS. However, his personal and social self concept scores approach the norm. The apparent contradiction between this score and the anomie score would seem to be centered in the fact that Mike gets along well with his supervisor and co-workers, but is alienated from interaction with the institutional aspect of his social field. Mike's self concept scores would indicate that he is a high risk individual as regards maintaining employment. Only the high scores on personal self concept and social self concept differentiate Mike's profile from the profile of those who are characterized by employability problems. (See Figure 4.)

Marie, on the other hand, has at least normative self concept scores on all variables except physical self where she scores 1½ standard deviations below the norm. Thus within the limits of her abilities and the constraints posed by her physical appearance, Marie would seem to be a probable employment success, as well as functional in interpersonal and social endeavors.

Since attending Mountain-Plains, Mike rates himself as improved in appearance, improved on self concept, and similarly improved on (1) confidence, (2) industriousness, (3) accuracy, (4) willingness to accept responsibility for tasks, (5) cooperation with others, (6) courtesy toward others, (7) perseverance in executing tasks, and (8) ambition to succeed. Mike's perseverance and ambition are reflected in the fact that he is seriously pursuing a valid correspondence course in his field. (See Table 1.)

Marie views herself as unchanged on any of the program variables, except that she now feels she is more cooperative than prior to her Mountain-Plains Program attendance.

Both Mike and Marie rate their current life situation as improved over their pre Mountain-Plains situation and both are optimistic that their future will see more improvement. Both Mike and Marie rate themselves as well satisfied with their life in general at the present time.

Mike and Marie feel they have had both good and bad breaks in life and that they cope with everyday problems well. The only example they gave of solving everyday problems was they have not accrued new bills and they are paying off old ones.

Marie lists their son's operation which put them a little bit more "in the hole" on medical bills as a bad break whereas Mike says the fact that he once strained his back lifting a patient at the hospital (and that that has placed a limitation of the types of work that he can do) as his main bad break. Mike rates his good breaks as his Mountain-Plains training, his child, and his current job. Marie says her good breaks are her child and the fact that she now has a color TV set. Both Mike and Marie agree that their main satisfaction is their son and watching him grow. Mike also lists his color TV and his job as giving him a lot of satisfaction; whereas Marie adds to the list saying they are happy, their health has been basically good, and they have good food to eat.

Both Mike and Marie say that the thing that they are most dissatisfied with is their income--they would like to have more money. Additional dissatisfactions reportedly stem from monetary problems (e.g., they would like to live in a house instead of an apartment and they would like to be able to afford a better car).

Mike and Marie both believe they can influence their future and make it what they want it to be. This can be done, they surmise, by first finishing paying off old debts. Mike feels he can either work part time or on a second job, or that Marie can go to work either full or part time to accomplish this end. Mike plans to get more education (as mentioned, he's currently pursuing an extension class). Mike feels that simply continuing to do his best on his job will gain his ends in terms of raises and promotions. Mike reports that his job gives him satisfaction particularly because he is constantly learning new things. He says that when people first wanted him to go into building maintenance he thought of this in terms of a dead-end janitor type job. However, he says, as he continually discovers the things that go into a building -- particularly a complicated one such as the medical building for which he is responsible -- he gains more and more respect for "custodian" as a profession. "I learn somethin' new every day--I really like the work."

EMPLOYMENT

Marie has not worked since Mountain-Plains except for an occasional baby-sitting job. Marie was administered the JDI work scale for housework--Marie rated at the 33rd percentile versus employed women's job ratings.

In analyzing aspects of his job, Mike rated his co-workers as good, his salary as bad, the benefits as very good, his supervisor as very good, the skills he used as good, the overall environment as good and the company policies and procedures as very good. On the JDI, work was rated at the 55th percentile, pay at the 30th, promotions at the 58th, supervision at the 99th and co-workers at the 2nd percentile. On job motivation, Mike scored well above the norm whereas on alienation, he scored well below. Mike also had a low score on status obeisance--indicating that he does not have an attitude of "blind obedience" to authority. (See Figures 1 & 3.)

The apparent contradictions between Mike's subjective and JDI objective rating of his co-workers may be centered in the difference between identifying his co-workers as "okay" as people, but feeling they were not very good as workers. (Since work assignments are independent, Mike does not suffer directly from poor work attitudes or performance by his co-workers.)

On the MSS, Mike's supervisor rated his work performance at the 99th percentile, his conformance at the 85th, his dependability at the 75th, and his personal adjustment at the 50th percentile. Mike's overall performance was rated at the 82nd percentile. His supervisor typified the quality of Mike's work as "real good," and said that Mike's attendance was "good." He described Mike's general attitude as, "Always good--he volunteers to help out when I am in a pinch." His supervisor also reported that Mike got along well with his fellow workers, "He can get along with almost anybody." When asked about Mike's relationship with his supervisor, the supervisor replied that it was,

"the same as with his co-workers--real good." When asked to describe Mike's work subjectively, his supervisor said, "He does excellent work and he is always trying to do it better. He does a really tough building (medical) and has got it in good shape. I have never had any complaints on Mike."

During his Mountain-Plains participation, Mike was initially belligerent toward counselors and instructors, and displayed a casual attitude toward attendance. It would appear from the supervisor rating that Mike has improved his relationship with "superiors" greatly as well as improving his dependability a great deal.

When questioned in detail about his job, Mike related that the first thing he considered was the skill he used. He said, " I like the job because I am very good at it." Mike reported that he also liked the people--not just the supervisors, but the other people that were around the working area. He says he likes not only the work, but everything about the job. ("Very enjoyable." "I get to work on my own." etc.) The only thing Mike says he doesn't like about his job are the hours (since he works at night) and the money. He also comments that occasionally he is overworked since they are usually short of help. Mike reports he feels particularly good "when I do a really good job on a building--you know, extra things [beyond those that absolutely have to be done] just in order to make it look better." Nothing about the job, he reports, has made him feel bad or depressed. Mike reports there have been no problems with the job that have caused him "hassles." This is in agreement with his supervisor's rating.

RATING THE MOUNTAIN-PLAINS PROGRAM

Both Mike and Marie rated Mountain-Plains as a positive influence in their life and both said knowing everything they now know about Mountain-Plains they probably would still elect to attend Mountain-Plains. All aspects of Mountain-Plains were noted as of at least of some value to Mike and Marie with the following exceptions: (1) Marie listed English skills as of little value, (2) Mike listed Career Guidance as of no value, (3) Marie listed Recreation as of no value, and (4) both listed Counseling and Community Development as of no value. Of all the aspects of Mountain-Plains, Mike felt that job training and Work Experience were of the most value to him. Marie felt that Health and math were the most valuable to her. Marie declared that Counseling and Recreation were of the least value, whereas Mike thought Counseling was of the least value to him.

When asked to elaborate, Mike stated that job training and Work Experience, which he rated as most useful, were really not very useful either because he was not doing now what he was trained to do--custodian work is his current job but building repair was what he was trained for at Mountain-Plains. He remarked that Mountain-Plains should teach "custodian type things" in building maintenance, although, he recalled, they did not do so when he was there. He said that Work Experience was valuable because he learned that there was more than one way to do things.

Marie said Health was most valuable because now she knows how to care for "cuts and things" and has generally a better idea of proper care for their son's

health. She said that Health films and the teacher were both very good in terms of helping her learn.

Mike says Counseling was of little use because, "The counselor didn't know what he was doing and tried to cover this up by bluffing," Mike reported he had had a lot of experience with counselors and psychologists in his employment at the state hospital and so he just played around with the counselor. Marie says she never felt she had very much counseling, all they did was go in and "BS with the counselor." Marie indicated her counselor was more "screwed up" than she was. Both Borkontic's had had previous experience with counselors at the state hospital and said they felt that good counseling could have been useful to them, but that what was available to them when they came to Mountain-Plains was "no good."

Marie rated recreation as least useful because she did not like the "Marine Corps" attitude of the recreation instructor.[2] (Apparently the conflicts with the "military" attitude were so bad that Marie never looked beyond attitude to see if the content might be useful.)

In evaluating the adequacy of job skills, Mike reported that training and skills were adequate, but that training was quite different from the job that he is now doing. He commented that in building maintenance everything was taught except custodian skills. Mike suggested the inclusion of a specific sub-course in "custodian skills" with the rest of the building maintenance classes because, "That's what most of them [students in building maintenance]

[2] Marie did not know that the instructor was, in fact, a retired Marine Corps Officer.

are going to do when they leave."

Mike says that his English skills are adequate for anything that he needed to do on his job, but that he really didn't use it on his job. Although he tested out of Mountain-Plains at the grade 14 level, Mike said that English was very hard for him.

Mike reports that he would not change occupational choices now even if he had the chance because he really enjoys what he is doing. (This is interesting noting the in-program reports of great difficulties encountered in attempting to get Mike to move his major down the career ladder from carpentry and cabinet making to building maintenance).

When asked for general suggestions for Mountain-Plains, Mike related the only thing would be for Mountain-Plains to put out something like an alumni newsletter so he could keep track of what was happening at Mountain-Plains and with his old classmates. If this was not possible he said it would be nice if you could subscribe to copies of the "MOWINDS Paper."

Marie said she did not feel that the counselor had helped her in attaining anything on any of the counseling objectives nor did she feel that Career Guidance had been of any use. Mike did not feel Career Guidance had helped him with any one particular thing but that it helped him "a little bit" with almost all of the objectives--punctuality, attendance, self confidence, etc.. Both Mike and Marie say that Career Guidance did not have enough information on

the various careers and that more should be made available. Both suggested Counseling, "Get somebody in there who knows what they are doing - somebody who can't be fooled or messed around by the student the way we did with our counselor". Counseling, the Borkontic's declared, should not be limited to appointments, but should "let people come in whenever they want to."

Both Mike and Marie report they are more competent with health care problems than previous to Mountain-Plains and that the only change in sickness patterns were that at Mountain-Plains they were sicker than they had been either before or since. In terms of confidence with health care problems, Mike said he was more confident simply because he felt more confident with the doctors in Jamestown than with those at Glasgow Air Force Base. Marie, however, felt that the health care courses improved her confidence in dealing with health problems.

The Borkontic's report they are not able to make ends meet dollarwise. (However, an examination of their income and debt structure indicates that their debts are decreasing and they are not only making ends meet, but are reducing their indebtedness as well. This seems especially interesting in light of the fact that Mike now makes about $150 per month more than when he entered Mountain-Plains.) When confronted with this disparity, Mike declared that the problem is the fact that costs are going up so fast. "It don't really seem like the money now gets more than the money did before Mountain-Plains." Mike and Marie report they can agree on how to spend money now, but that they always could and that this was never a problem for them.

Mike and Marie felt they understand their son but could not make a pre Mountain-Plains comparison as he was only five months old when they entered the program. Mike observed that Mountain-Plains helped him to better understand dress and grooming--both in terms of importance and in terms of execution. When asked what was good at Mountain-Plains, Marie related that it was a good way to meet people and learn how to get along with them and that this was the main benefit she derived. Mike said the best thing about Mountain-Plains was it taught him how to look at things in different ways and taught him new ways of solving problems.*

Mike said that overall, Mountain-Plains was "okay," and Marie said she thought it was "Okay, all but for the Counseling."

When asked what was bad at Mountain-Plains, both said Counseling and Mike complained that the curriculum was only partly done in his area thus making things very difficult. They did not like it when the babysitting arrangement was changed and Marie lost babysitting privileges. Marie recalled, "If we could have afforded the extra money for babysitting, I would have taken a training."

The Borkontic's had been in attendance at Mountain-Plains during a period when many students quit the program. They were asked why they thought people quit. The answers they gave included: (1) Many had too many bills

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*Mike earlier attributed this to work experience.

to pay and could not keep up payments on the Mountain-Plains stipend. "The bill collectors caught up to them and they had to leave." (Although the Borkontic's did not say so, they implied that students left to go into hiding from the bill collectors, rather than to go to jobs on which they could earn the money to pay their bills); (2) There was too much gossip and many could not handle it; (3)Forced Counseling alienated many students.

FEMALE INTERVIEW

Mike was present during Marie's responses to the special questions for women. However, Marie did not appear to be affected by Mike's presence and seemed to enjoy (rather than shy away from) verbal conflict.

Marie reports she is unhappy with herself physically--with the way she looked as she did feel healthy. (Marie, as mentioned, has a weight problem.) Marie says she has complete confidence in her ability to do all home care tasks--planning meals, caring for health and nutrition, shopping, budgeting, cleaning, etc. Marie reported she suffered no time pressure, that it was easy to "get things done" and still have time for herself. However, she remarked, Mike did not help out around the house except "once in a great while."

Marie said she had no activities outside the home--that with the two year old she really didn't have any extra time available for such things. She reported being satisfied with her role in life but felt appreciated by Mike only about half the time. Marie said she did not take an occupational preparation at Mountain-Plains because her own son was often sick and she decided to stay

home with him.[3]

Marie relates she does various things just for herself. She does not, she reports, do everything just for her son and her husband, and she does not feel guilty when she does things for herself. Marie does not believe she takes any more initiative than before Mountain-Plains; although she feels she has always taken initiative from time to time.

Marie reports being happy and confident in her role as a woman although sometimes she would rather be a man because men have it easier. "Men can come and go but a women is stuck at home with the kid." Marie says she likes herself and would want herself as a friend because she is fair, gives everyone a chance, is a good listener, and is generally easy to get along with.

Marie relates that Mike discusses his job with her sometimes, that she does know what he does on his job, and that he sometimes talks over job problems. She stated that she and Mike usually make major decisions together and that independently they each decided on their own clothes and any household items they wished to buy. However, she reports that Mike has the responsibility for at least the initial decision on major dollar expenditures.

Marie says they both take a hand in disciplining their son and that they are equally effective in disciplining. Marie says they discuss their plans and

[3] Note Marie has now given two different reasons--concern for son's health and no "free" child care--for not doing occupational preparation.

dreams for their son. Mike, Marie stated, has not really changed much since Mountain-Plains and she has not changed at all. She felt that problems they were dealing with now were not any different than the ones they dealt with before Mountain-Plains and that they were neither more nor less serious.[4]

The fact that Marie's ratings are inconsistent with other data might be explained by the fact that although the Borkontic's appear tohave fewer violent quarrels, the marital relationship still suffers from periodic strains. Perhaps this is of utmost importance to Marie and since it has not improved greatly, she refuses to credit other improvements.

SUMMARY

Since their Mountain-Plains participation, the Borkontic's income situation has improved and they are now reducing debts, rather than increasing them. Mike seems to be a more dependable and motivated worker and reports enjoying every aspect of his post Mountain-Plains employment (he listed frustration with his pre Mountain-Plains employment as the main reason for attending Mountain-Plains). Mike rates himself as improved on a whole range of

[4] Mike's employer rating indicated considerable change since attending Mountain-Plains--at least at work. Mike seems to be both reliable and to enjoy his work. Wheras his pre Mountain-Plains employer says that he would never set the world afire, his post Mountain-Plains employer indicates that Mike is a ball of fire and his best man. Likewise Mike has rated himself as improved versus his pre Mountain-Plains personality on most of the variables measured on the Developmental/Employability Traits Form. Problems would appear to be less serious in that prior to Mountain-Plains, the Borkontic's were steadily increasing debts while currently they are decreasing their debts.

personal variables, whereas Marie sees herself as improved only on cooperation with others. Marie relates the main benefit derived from Mountain-Plains as her ability to meet and interact with different kinds of people.

Mike does not rate any one specific aspect of Mountain-Plains highly. Although he enjoyed his job training, it has not been relevant to the work he has done since Mountain-Plains. In fact, Mike complains, the skills taught at Mountain-Plains, he has not used and the skills needed on the job, he was not taught. Mike expresses a great deal of antagonism for his counselor, (but at the same time, affection though not respect). Mike reports, "I used to get counseling appointments just for the purpose of going in and making him [the counselor] squirm." From both the counselor and Mike's report, it seems that the counselor/client relationship was more adversary than intimate. It is also certain that Mike was confronted in Counseling with his shortcomings--including the fact that he did not have the ability to make it in his original career choice and that eventually, after frequent clashes in counseling, Mike decided to change his study plan to building maintenance. (Ultimately this resulted in the job with which Mike is currently so satisfied.)

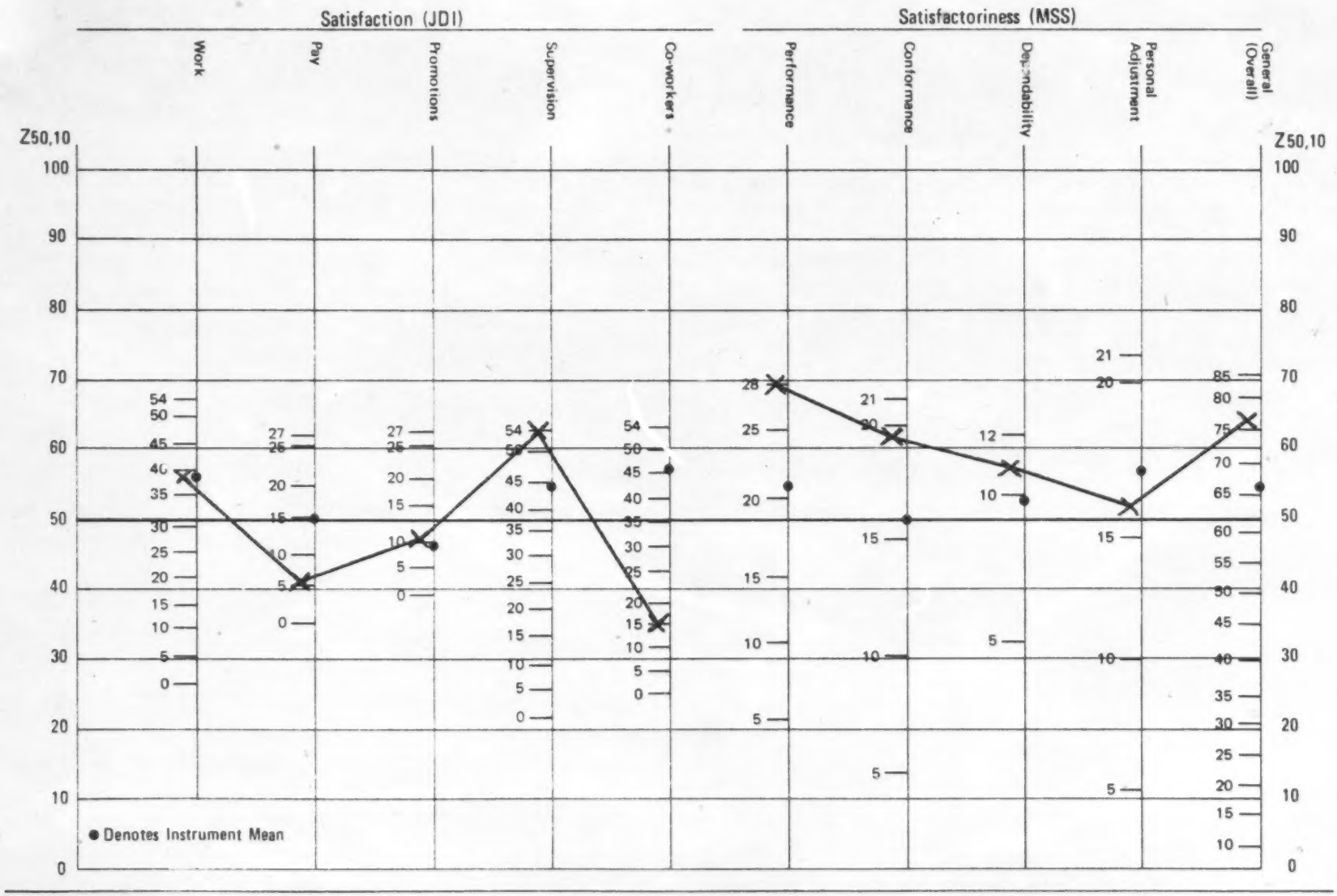
While below middle class standards, the home care observed in the interview seems to be a vast improvement over the home conditions reported by those who observed the Borkontic's home shortly after they entered Mountain-Plains.

Mike's complaint about the Counseling program is probably valid. There was no coherent Counseling program at the time Mike entered Mountain-Plains and

he was never involved in group counseling (which has been identified by the majority of respondants reporting Counseling gain during the follow-up study as the most important element). The low self concept scores indicate that Mike did not show the level of self concept development that typifies those who have experienced the current Counseling program. It appears that the Borkontic's were failed by the Mountain-Plains program in the area of couseling as: (1) the only current problem they seem to have is their marriage, and (2) the only negative spots in the range of objective data available on Mike is his social field integration and self concept. It should also be noted that the historical examination indicates that Mike's complaints about his counselor may well be valid. Mike's counselor was in the early stages of his first job since completing graduate school, and the graduate program that he completed was in the area of guidance, not in the area of personal and family counseling.

Figure 1

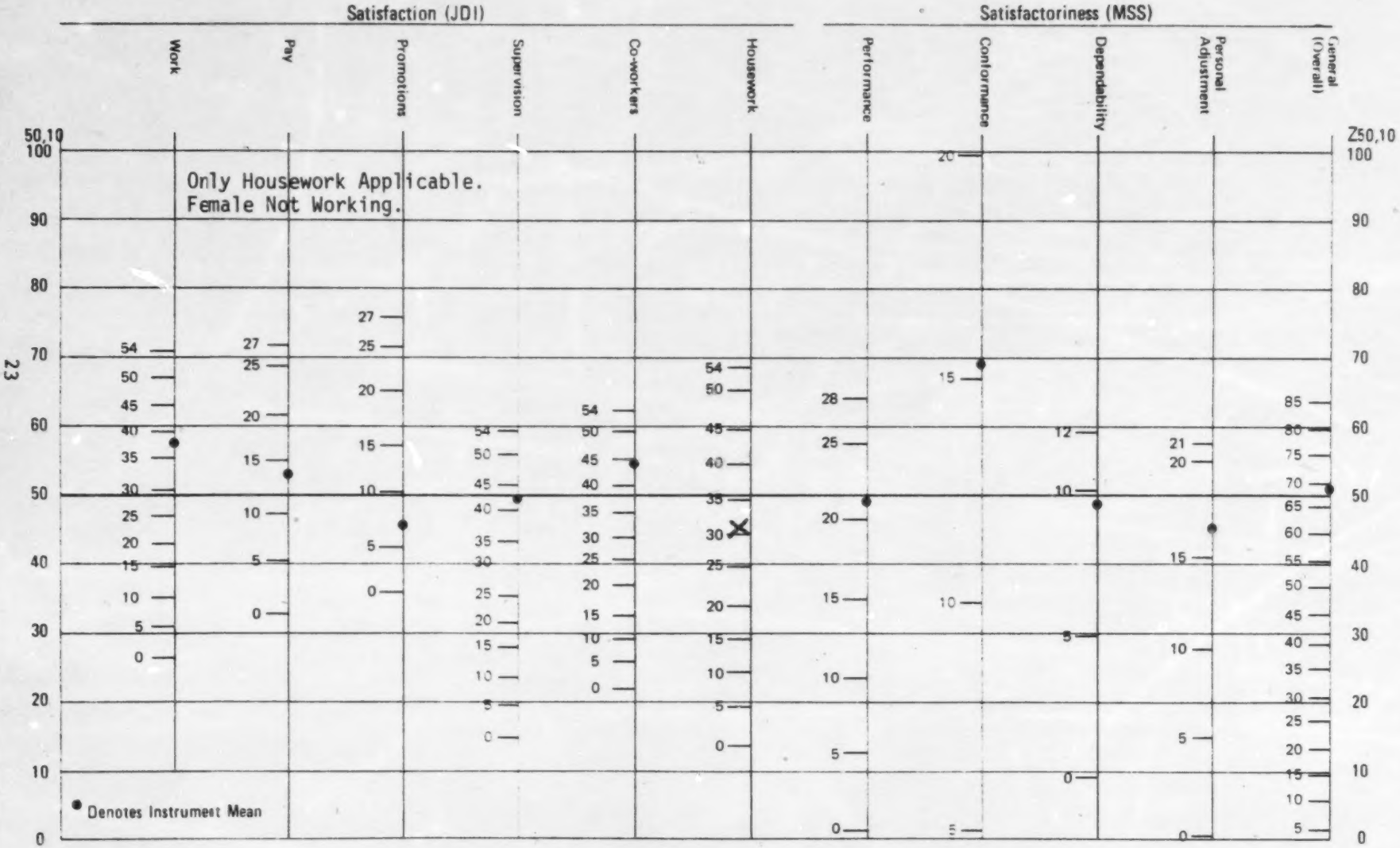
SATISFACTION AND SATISFACTORINESS – MALE



Note: Profile based on entering student scores.

Figure 2

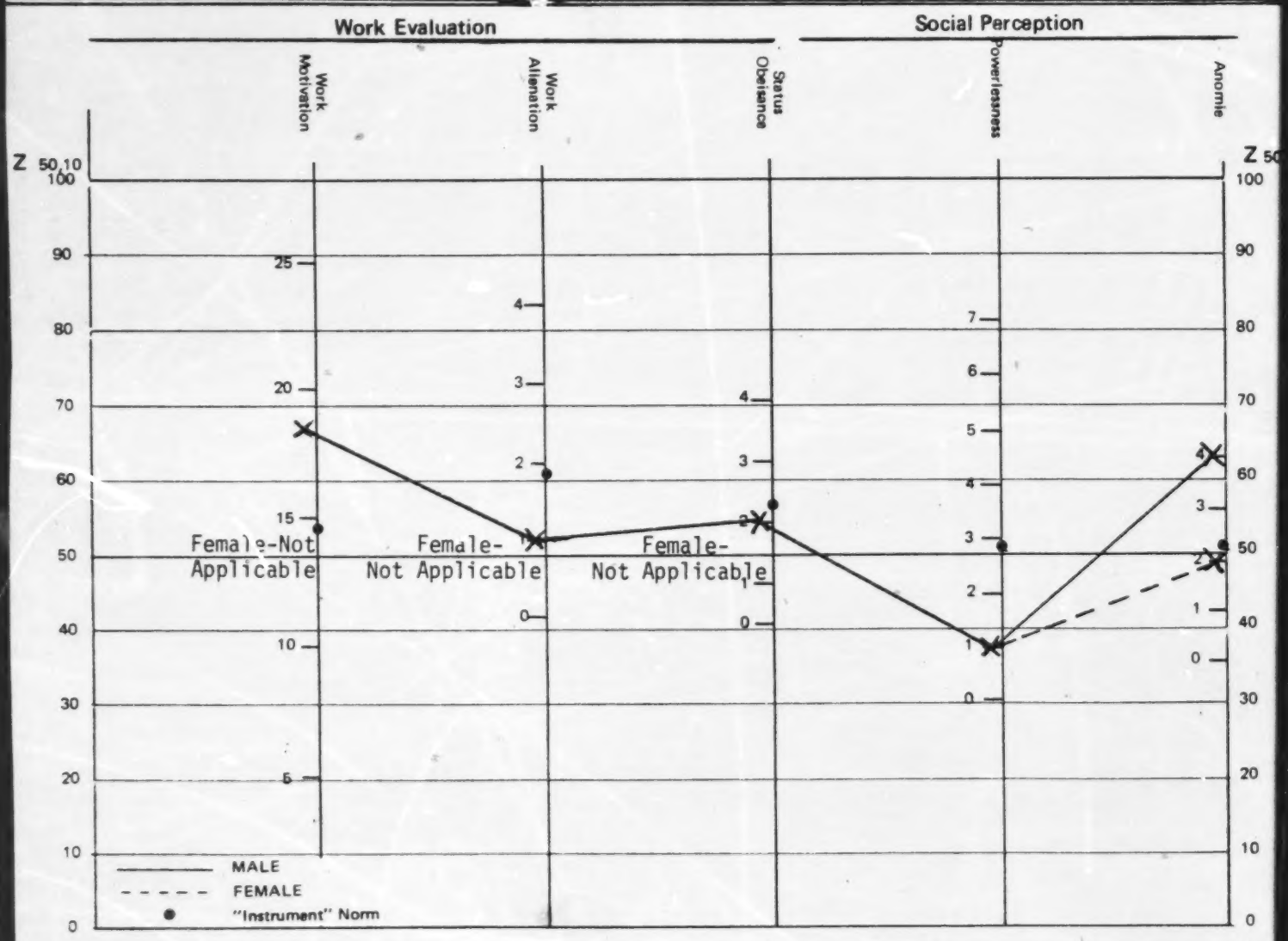
SATISFACTION AND SATISFACTORINESS – FEMALE



Note: Profile based on entering student norms except "Housework" which is based on instrument norm for employment.

Figure 3

MOTIVATION AND ALIENATION



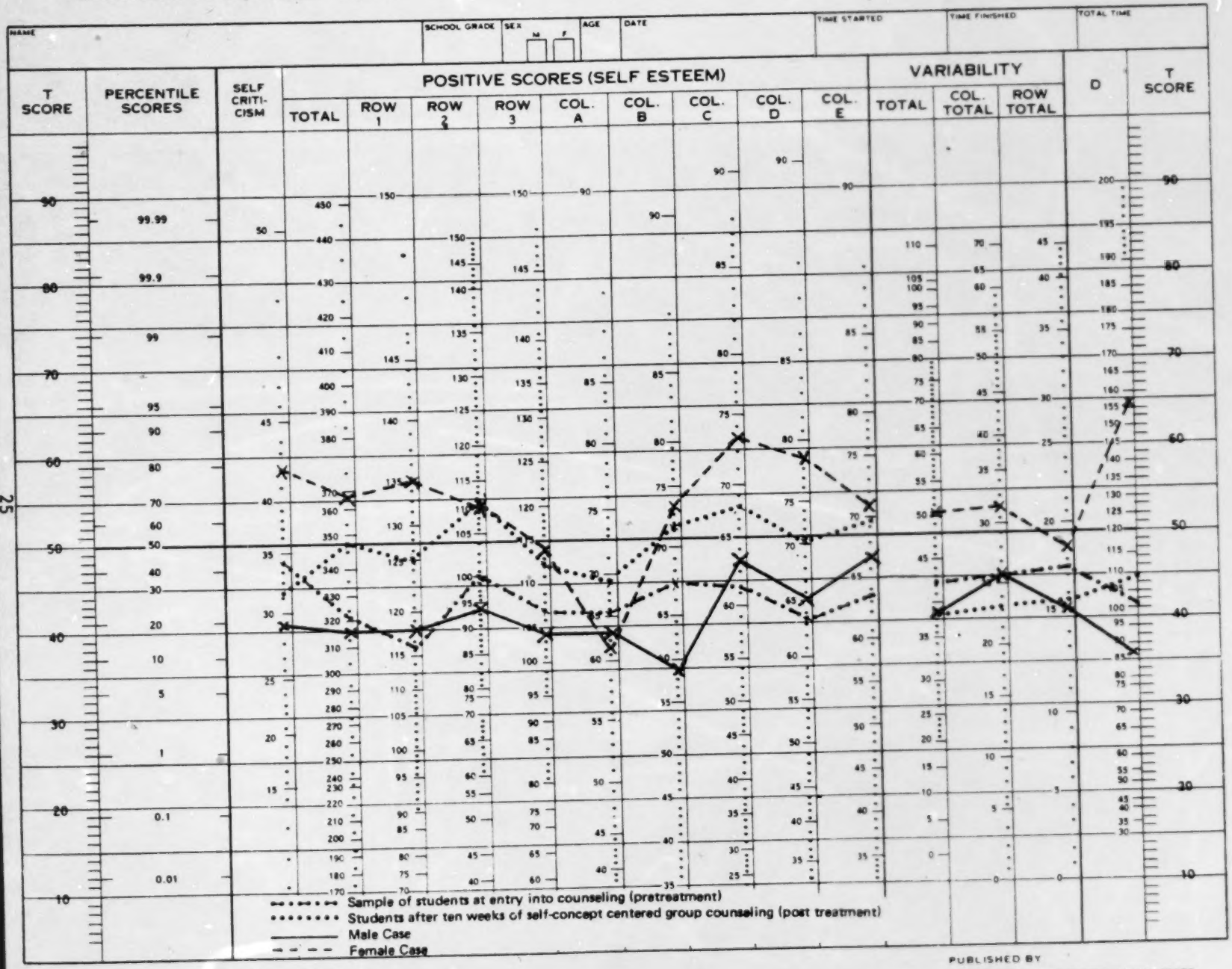
Note: Profile derived from entering student data.

Tennessee Self Concept Scale - Figure 4

PROFILE SHEET

Counseling Form

NAME	SCHOOL GRADE	SEX M F	AGE	DATE	TIME STARTED	TIME FINISHED	TOTAL TIME



Note: This is the standard profile sheet for the TSCS.

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Male					Female			
High		Low			Low		High	
Much	Some	Little	None		None	Little	Some	Much
●	- - - -	- - - -		Job Training	NA			
●	- - - -	- - - -		Math		- - - -	- - - -	●
		●	- - - -	English		- - - -	- - - -	●
			● -	Career Guidance		- - - -	- - - -	●
●	- - - -	- - - -		Work Experience	NA			
			● -	Counseling	- ●			
●	- - - -	- - - -		Consumer Education		- - - -	- - - -	●
			● -	Community Development	- ●			
		●	- - - -	Recreation	- ●			
●	- - - -	- - - -		Health		- - - -	- - - -	●
			NA	Home Management	NA			
			NA	Early Childhood	NA			

FIGURE 5

UTILITY RATING OF MOUNTAIN-PLAINS PROGRAM ELEMENTS

TABLE 1

SELF RATING OF PERSONAL AND WORK TRAIT CHANGES

Male		Female	
Improved	Regressed	Improved	Regressed
Appearance		Cooperation	
Self-Confidence			
Competance			
Industriousness			
Accuracy			
Accepts Responsibility (tasks)			
Cooperation			
Courtesy			
Perseverance			
Ambition			

TABLE 2

GENERAL QUESTIONS

1. "Rate Mountain-Plains as an influence in your life."

	Very Positive	Positive	Neutral	Negative	Very Negative
Male		o			
Female		x			

2. "Knowing what you know now, would you have chosen Mountain-Plains?"

	Definitely Yes	Probably Yes	Don't Know	Probably No	Definitely No
Male		o			
Female		x			

3. "What is your rating for your current life in general?"

	Completely Satisfied	Well Satisfied	Neither Extreme	A Little Dissatisfied	Very Dissatisfied
Male		o			
Female		x			

4. "Rate your success:

		Completely Successful 9	8	7	6	5	4	3	2	1	Completely Unsuccessful 0
The year before M-P."	Male						o				
	Female								x		
Now."	Male				o						
	Female						x				
Five years from now."	Male		o								
	Female		x								